

MILPERSMAN 1301-809

COMMAND POLICIES AND PROCEDURES - FOREIGN AREA OFFICER (FAO) ASSIGNMENTS TO MILESTONE BILLETS

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Reference	(a) NAVSO P-6034, Joint Federal Travel Regulations (JFTR)			

1. **Milestone Screen for Commander (O-5) Milestone Duty.**

Milestone screening is by formal administrative board action. Navy Personnel Command (NAVPERSCOM), Foreign Area Officer Assignment (PERS-473A) is the sponsor for the board. The board membership shall consist of the following at a minimum:

1	Flag officer who serves as the president and senior member (normally the senior foreign area officer (FAO), flag officer, or FAO community sponsor).
3	FAO captains (at least one of whom has experience as a voting member of a statutory board).
1	FAO commander (commander milestone complete).

Required membership changes with each board. With the exception of the board president, no officer may serve on two consecutive boards as a member. Milestone screening will commence approximately 1 year prior to in-zone eligibility for selection to O-5. Eligible FAO candidates are welcome to submit a letter to the board for emphasis or clarification of the official military personnel file (OMPF) contents (if desired). Letters must be submitted to NAVPERSCOM, Customer Relations Management Department (PERS-1), per standard board correspondence procedures.

a. Selection opportunity for commander milestone duty is based on the size of the screen group and the number of quotas available. The goal will be approximately 60 percent selection rate.

b. In rare cases, individual FAOs may receive a special additional look. An additional look may be approved upon constituent petition where it can be demonstrated that the officer was disadvantaged for selection, or that the officer's record was unfairly considered during the normal selection process.

(1) A petition must be made in writing by the requesting member to the community flag sponsor. The petition must be received no later than 30 days prior to the board convening. Approval is at the sole discretion of the community flag sponsor.

(2) Officers awarded a special additional look will count against the current screen groups.

c. The screen board may elect to designate officers as qualified insufficient opportunity (QIO). Officers designated QIO will be considered eligible to serve in a milestone tour and receive the appropriate additional qualification designators (AQDs). QIO status will expire at the convening of the subsequent board.

d. Milestone screened officers who have not yet been assigned to a FAO commander milestone billet are held in the bank. The records of officers in the bank are rescreened annually by the board to verify continued eligibility for milestone assignments. Records shall be monitored for declining performance (e.g., any mark below 3.0 or individual promotion recommendation of "**significant problems or progressing**"). Officers in the commander milestone bank who fail to select for promotion to O-5 will be removed from the milestone screened bank.

2. Milestone Screen for Captain (O-6) Major Milestone Duty.

Milestone Screening is by formal administrative board action. NAVPERSCOM (PERS-473A) is the sponsor for the board. The board membership shall consist of the following at a minimum:

1	Flag officer who serves as the president and senior member (normally the senior FAO, flag officer, or FAO community sponsor)
2	FAO captains (major milestone complete)

Required membership changes with each board. With the exception of the board president, no officer may serve on two consecutive boards as a member. Screening will commence approximately 1 year prior to in-zone eligibility for selection to O-6. Eligible FAO candidates are welcome to submit a letter to the board for emphasis or clarification of the OMPF contents (if desired). Letters must be submitted to NAVPERSCOM (PERS-1), per standard board correspondence procedures.

a. Selection opportunity for captain major milestone duty is based on the size of the screen group and the number of quotas available. The goal will be approximately 40 percent selection rate.

b. In rare cases, individual FAOs may receive a special additional look. An additional look may be approved upon constituent petition where it can be demonstrated that the officer was disadvantaged for selection or that the officer's record was unfairly considered during the normal selection process.

(1) A petition must be made in writing by the requesting member to the community flag sponsor. The petition must be received no later than 30 days prior to the board convening. Approval is at the sole discretion of the community flag sponsor.

(2) Officers awarded a special additional look will count against the current screen groups.

c. The screen board may elect to designate officers as QIO. Officers designated QIO will be considered eligible to serve in a milestone tour and receive the appropriate AQDs. QIO status will expire at the convening of the subsequent board.

d. Milestone screened officers who have not yet been assigned to a FAO captain major milestone billet are held in the bank. The records of officers in the bank are rescreened annually by the board to verify continued eligibility for milestone assignments. Records shall be monitored for declining performance (i.e., any mark below 3.0, or individual promotion recommendation of **"significant problems or progressing").** Officers in the captain milestone bank who experience a failure of selection for promotion to O-6 will be removed from the milestone screened bank.

3. **Policy.** Any officer who screens for FAO commander milestone or major milestone duty will be assigned to a milestone billet at the earliest opportunity per standard detailing procedures, unless the officer:

- a. Indicates in writing an unwillingness to serve;
- b. De-screens by a later selection board;
- c. Fails to select to commander or captain; or
- d. Is unable to meet the security or overseas screening requirements of the milestone billet.

4. **Milestone Bank.** In order to maintain a viable bank of milestone eligible officers and provide maximum opportunity for milestone screening, officers not desiring to be assigned to a milestone billet must decline milestone assignment within 6 months of milestone selection notification.

a. Officers declining FAO milestone assignment shall acknowledge this in writing. If approved, their declination will become part of their OMPF.

b. NAVPERSCOM, Information Dominance Corps (IDC)/FAO Assignment Division (PERS-47) will endorse statements declining FAO milestone assignment and take action to ensure appropriate documentation and compliance with this article. The written statement declining FAO milestone assignment and official endorsements will be made part of the officer's OMPF (privileged information/field code 17, see MILPERSMAN 1070-020). This information will be available for review by future promotion selection boards.

c. The FAO milestone slate is approved by the FAO community sponsor or the senior FAO flag officer prior to execution.

5. **Detailing to FAO Milestone Billets.** In general, only officers screened for FAO milestone billets will be assigned to FAO milestone billets. Exceptions to this policy may arise when there are no screened officers available, thus requiring assignment of a non-board screened officer for the reason of maximizing community readiness and meeting operational distribution requirements.

6. **Milestone Tour Lengths.** FAO milestone tour lengths are per reference (a), appendix Q1. As a general rule, an officer must successfully complete a minimum of 12 months in a milestone billet to receive milestone credit. Waivers for less than 12 months may be requested from the FAO officer community manager.